



# Los Angeles County Commission for Women

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(213) 974-1455 ofc./ (213) 633-5102 fax / [laccw@bos.lacounty.gov](mailto:laccw@bos.lacounty.gov) e-mail



## NOMINATION APPLICATION 29<sup>th</sup> ANNUAL WOMEN OF THE YEAR AWARDS SCHOLARSHIP LUNCHEON

The nomination application is to include a biography of the nominee. Copies of this form can be downloaded from the Commission's website at <http://laccw.lacounty.gov>

### NOMINEE INFORMATION:

NAME: \_\_\_\_\_ EMPLOYER: \_\_\_\_\_  
ADDRESS: \_\_\_\_\_ JOB TITLE: \_\_\_\_\_  
CITY: \_\_\_\_\_ STATE: \_\_\_\_\_ ZIP: \_\_\_\_\_ WORK ADDRESS: \_\_\_\_\_  
HOME PHONE: \_\_\_\_\_ CITY: \_\_\_\_\_ STATE: \_\_\_\_\_ ZIP: \_\_\_\_\_  
CELL PHONE: \_\_\_\_\_ WORK PHONE: \_\_\_\_\_  
E-MAIL: \_\_\_\_\_ FAX: \_\_\_\_\_

### CRITERIA

Nominees must have worked on behalf of women's issues; made significant contributions to women's equality issues, and served as a role model for women. Previous members of the Commission may be nominated for their current professions and other activities relating to advocacy for women. Previous recipients are not eligible for this award. (See list at: <http://laccw.lacounty.gov> )

Applications for nominations within these categories may be received from the community and Commissioners. If applying in more than one category, a separate application is required.

NOMINATION CATEGORY (to be considered, choose only one appropriate choice)

Education _____	Health _____	The Arts / Media _____	Business / Labor _____	Law / Public Safety _____
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**NOMINATION SUBMITTED BY: DECEMBER 20, 2013**

NOMINATOR: \_\_\_\_\_ DATE: \_\_\_\_\_  
ORGANIZATION: \_\_\_\_\_ PHONE: \_\_\_\_\_  
JOB TITLE: \_\_\_\_\_ WORK PHONE: \_\_\_\_\_  
ADDRESS: \_\_\_\_\_ CELL PHONE: \_\_\_\_\_  
CITY: \_\_\_\_\_ STATE: \_\_\_\_\_ ZIP: \_\_\_\_\_ FAX: \_\_\_\_\_  
E-MAIL: \_\_\_\_\_

# Women of the Year Awards Scholarship Luncheon

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## PROCESS OF SELECTION

The Women of the Year Awards recognizes up to ten (10) women who are outstanding role models for over **4 million** women in the County of Los Angeles. District Awardees are selected by each Los Angeles County Supervisor and Community At-Large Awardees are selected by the Commission for Women in the following five categories: **Education, Health, Media/Arts, Business/Labor, Law/Public Safety**. All nominees will be rated on a scale of 1-4 for each of the following areas below. The highest overall score will receive the award nomination.

NOMINEE \_\_\_\_\_ CATEGORY \_\_\_\_\_

***Please describe your Nominees participation in the following areas in relation to the category chosen:***

1. *My nominee has worked on behalf of women's issues by:*

2. *My nominee has made significant contributions to women's equality issues by:*

3. *My nominee has served as a role model for women by:*

4. *How has your nominee demonstrated an attitude of empowerment, positively influenced and helped women to forge ahead:*

***Reason(s) for Nomination, additional comments or more specifics:***

Completed forms may be submitted to the Commission for Women at [laccw@bos.lacounty.gov](mailto:laccw@bos.lacounty.gov) or

Mailed to:

**Los Angeles County Commission for Women  
500 West Temple Street  
Room B-50  
Los Angeles, CA 90012**

## Deborah Ann Gonzales

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Detective Deborah A. Gonzales is being nominated by the Los Angeles Women Police Officers and Associates (LAWPOA) organization for the Women of the Year Award hosted by the Los Angeles County Commission for Women. Her accomplishments in the advancement of women in the law enforcement profession over her 31 year career on the Los Angeles Police Department, has earned her LAWPOA's endorsement for this prestigious award.

Deborah Gonzales joined the LAPD in May of 1981. In 1984 Detective Gonzales was assigned to the Employment Opportunity Development Division as a Police Officer III where her ability to assist with employee interviews and investigations of sexual harassment complaints made by police officers was recognized by her supervisors. Her ability to recognize when female employees had experienced various forms of sexual harassment had her be highly sought after by her supervisors when employees preferred to report these types of behaviors to a female officer with the compassion to understand what they were going through. After three years in this position, Detective Gonzales promoted to Detective then to the position of field sergeant where she mentored female officers and detective trainees.

In 1994, the highly sought after position of Department Women's Coordinator/Women's Liaison became vacant. The position of Women's Coordinator had been instituted by former Chief of Police Darryl Gates in 1976 when the LAPD began the mass hiring of women following the Franchon Blake V. City of Los Angeles lawsuit which alleged gender discrimination in the hiring and promotion of women on the LAPD. The Women's Coordinator was assigned the responsibility of managing the statistics of all gender-related lawsuits and personnel complaints with respect to discrimination and harassment, providing guidance and direction in the management of gender-related reports of discrimination to supervisors and investigating officers, auditing completed complaints when requested to do so by the chief of police, providing training to Department personnel in the management of gender relationships and reports of harassment, and reporting these instances to the chief of policy directly.

Detective Gonzales was one of five employees who were eligible to meet directly with the chief of police for an interview. Due to her proven ability to offer solutions to the questions posed and her proven track record of assisting with the management of gender-related issues, she was selected as the first woman of color to have held this position.

From 1994 to 2008, Detective Gonzales assisted hundreds of Department personnel with gender-related workplace conflicts and reported personnel complaints of sexual harassment, hostile work environment, and workplace retaliation. She assisted supervisors with conducting employee interviews, taught sexual harassment prevention in supervisor school, and provided guidance with the adjudication of related personnel investigations. Detective Gonzales was instrumental in the following:

1. The auditing of the Crime Assistant Prevention Program which assisted women in completing academy training by providing a five-week preparatory training program. Detective Gonzales recognized that there were a high number of women being injured unnecessarily which prevented many women from completing their preparatory training. Her investigation resulted in the removal of the training coordinators who failed to recognize how their training tactics inadvertently caused injury, rather than assistance.

## Deborah Ann Gonzales

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2. The design and use of a Climate Assessment investigative tool that allowed employees to be interviewed for the purpose of building positive work environments and stronger working relationships, in a comfortable and non-intrusive interview setting.
3. The design and creation of the first LAPD Children's Support Group for the children of police officers who died while in active service.
4. The creation of the Women's Maternity Loan Program, which continue to provide maternity uniform servicing and loaned uniforms for female officers who need a temporary uniform for work.
5. Providing guidance, coaching, and assistance to female sworn and civilian employees in how to manage, improve, and report instances of workplace gender-related conflict.
6. Assisting and accompanying female officers to Department investigative interviews to ensure their comfort and ease during highly sensitive personnel investigations.
7. Designed a training program for officers accused and found guilty of sexual harassment or hostile work environment allegations of misconduct.
8. Designed a supervisory training program for sexual harassment and taught this block of instruction for over ten years.

Although the position of Women's Coordinator was disbanded in early 2008, Detective Gonzales continued to provide assistance to any Department employee who needed direction in the management, reporting, and investigation of sexual harassment, hostile work environment issues, or discrimination (race or gender), whenever needed. She provided needed training when asked on topics related to cultural diversity, leadership, team-building, sexual harassment, and workplace retaliation prevention.

Detective Gonzales was the President elect for LAWPOA for over 8 years. During her tenure she instrumental in the enhancement of the organization in many ways:

1. Lifted the membership restrictions once open to only sworn Department employees to allowing both civilian and sworn, male and female employees, and any public safety officer outside of the LAPD, to join.
2. The creation of a members-only scholarship program.
3. The management of the Maternity Uniform Loan program.
4. The creation of the Leadership Awards Program where one civilian and one sworn employee may receive leadership recognition.
5. The creation of the Lunchtime Training Workshops for public safety employees.
6. The creation of the yearly LAWPOA Training Symposium.
7. Increasing the membership from 200 to over 500.

Detective Gonzales spent over 20 years providing guidance and direction, mentoring, investigative expertise, and instruction to our Department employees both men and women, sworn and civilian, in order to improve the work environment for women in law enforcement and on the LAPD. She has been instrumental in raising morale in employees (both men and women), and units and divisions that were fraught with internal conflicts and low work productivity due to gender-related misunderstandings.

Detective Gonzales has been recognized by the Modie Bell Foundation, Lupus International, APCO International, Arthritis Foundation, Chief William Bratton, and others for her outstanding leadership, community involvement, and work environment expertise. It is my honor, as the First Civilian President of LAWPOA, to submit the name of Retired Detective Deborah Gonzales for this award.